

SafeSport Committee on Energy and Commerce Response: USA Triathlon

1. The attached documentation includes: SafeSport Policy Handbook document pages USAT 001-USAT 020; Online Reporting Form USAT 021-USAT 025; A copy of the original SafeSport reporting procedure USAT 026; Hearing and Appeals Process Form USAT 027- USAT 028; Email discussing the launch of the USAT Policy and original reporting structure USAT 029-USAT 030; USAT Covered Individuals USAT 031.

In addition, the following resources can be found on the USA Triathlon website:

- SafeSport landing page: www.usatriathlon.org/safesport
- SafeSport reporting form: <https://membership.usatriathlon.org/safesport>
- Banned Members List: <https://www.teamusa.org/USA-Triathlon/USAT-for-Me/Athlete-Resources/SafeSport/Permanently-Banned-List>

Regarding required and recommended policies, please see USA Triathlon's answer to question 4.

2. Attached documentation includes: USA Triathlon Civil Treatment Training Handbook USAT document pages USAT 032-USAT 088, USAT Triathlon Employee Handbook USAT 089-USAT 092. In addition, USAT utilizes the U.S. Center for SafeSport Online Training which can be found here: safesport.org
3. Attached documentation pages USAT 093-USAT 102 includes communications regarding policies, procedures, or guidance provided by the U.S. Center for SafeSport involving how to handle reports, complaints, or allegations of sexual abuse since the U.S. Center for SafeSport was launched in 2017.
4. In 2012, the USOC mandated that each NGB adopt SafeSport policies, procedures and guidelines. USA Triathlon already had some policies and procedures in place outlining certain disciplinary conduct violations that gave USA Triathlon disciplinary authority over its members, and these procedures covered a number of violations that are today addressed through the SafeSport policies. After receiving the USOC's mandate, USA Triathlon developed and adopted the SafeSport procedures. A copy of those procedures is attached in pages USAT 103- USAT 198.
5. Attached documentation pages USAT 93-USAT 95 and USAT 199-USAT 223 includes complaints made to our organization. Also, below is a table documenting the complaints made to our organization.

Year	Number of Complaints	Action Taken	Nature of Complaint	Outcome
2005	0			
2006	0			
2007	0			
2008	0			
2009	0			
2010	0			
2011	0			
2012	0			
2013	0			
2014	0			
2015	0			
2016	2	Complaint # 1 reported to USOC	Sexual misconduct	Banned from USAT
		Complaint # 2 reported to the USOC	Bullying and sexual harassment	Letter from USAT CEO
2017	2	Complaint # 1 reported to the U.S. Center for SafeSport	Sexual misconduct	Banned from USAT
		Complaint # 2 reported to the U.S. Center for SafeSport but not under their jurisdiction so sent a private investigator	Harassment	Investigation pending
2018	2	Complaint #1 sent to private investigator	Bullying	Investigation pending
		Complaint # 2 sent to private investigator	Verbal abuse	Investigation pending

6. Yes.
 - a. USA Triathlon publishes a list of banned members (<https://www.teamusa.org/USA-Triathlon/USAT-for-Me/Athlete-Resources/SafeSport/Permanently-Banned-List>). Those members are flagged in our membership database and if the person is a coach, we also have a banned coach list. This list was created in March of 2017 when the first coach was banned from USA Triathlon. Documentation is attached on pages USAT 224-USAT 225.
 - b. A person can be banned from USA Triathlon for violating the SafeSport Policy Handbook, committing doping violations, or being subject to a ban or suspension by the U.S. Center for SafeSport.
 - c. Yes, the banned list is on the USA Triathlon website: <https://www.teamusa.org/USA-Triathlon/USAT-for-Me/Athlete-Resources/SafeSport/Permanently-Banned-List>. Documentation is attached pages USAT 224-USAT 225.
 - d. The banned list is updated immediately after any new individual is banned from USA Triathlon.
 - e. Two
7. Yes, USA Triathlon utilizes the U.S. SafeSport Center's banned list as well as USADA's banned list
 - a. There are currently 73 people on the U.S. Center for SafeSport permanently banned list and 19 athletes on the USADA's Sanctioned Athlete permanently banned list. Documentation attached in pages USAT 224-USAT 228.
8. USA Triathlon's policy is to report any allegations of sexual abuse to the U.S. Center for SafeSport. In addition, if a report involves physical or sexual abuse of a minor USA Triathlon's policy is to immediately report to the legal authorities. Since the opening of the U.S. Center for SafeSport, USA Triathlon also reports complaints, allegations, or report of sexual abuse that it receives to the Center. Documentation attached page USAT 229.
9. No, based on current staff's direct knowledge and after researching the issue.
10. To date, USA Triathlon has not received any SafeSport complaints involving minors or other offenses that have warranted an interim suspension while an investigation is being conducted. However, USAT has the authority to hold an expedited, emergency hearing to take immediate action on two fronts. First, in the case of a matter involving a SafeSport violation of a sexualized nature, the U.S. Center for SafeSport would have mandatory jurisdiction over such a matter, and the Center has a process for an interim suspension. For an alleged SafeSport violation that is not under the Center's jurisdiction, USA Triathlon's Hearing and Appeals Committee has the ability to hold an expedited hearing and issue an interim suspension under Article XIV of the USAT Bylaws.
 - a. The ability of USA Triathlon's Hearing and Appeals Committee to take emergency action has not changed based on current staff's direct knowledge and after researching the issue, except when the Center launched and assumed jurisdiction for certain SafeSport complaints.

11. USA Triathlon requires background checks of our covered individuals list:

- Staff
- Interns
- Volunteers-Board members
- Members-Certified coaches
- Members-Certified race directors
- Members-Technical officials
- Members-Team USA Ambassadors
- Team USA and Elite contracted medical personnel
- Team USA and Elite contracted massage therapists
- Team USA and Elite contracted chiropractors
- Team USA and Elite contracted mechanics
- Contracted employees with direct contact with athletes
- Any person appointed by USAT to a position of authority

a. Documentation of USA Triathlon's background check criteria and questions are also attached pages USAT 230-USAT 233. Documentation of the USAT Triathlon covered individuals list is attached page USAT 234.

b. If an individual receives a Red Light (failed) on their background check, they are disqualified from involvement with USA Triathlon subject to an appeal and hearing.

12. Documentation for the 2017 SafeSport Audit Questions pages USAT 235-USAT 238; 2017 SafeSport Audit Summary page USAT 239; SafeSport Actions page USAT 240; SafeSport Audit pages USAT 241-USAT 250; SafeSport Audit Follow up pages USAT 251-USAT 253 are attached. Based on current staff's direct knowledge and after researching the issue, we are not aware of any other independent audits, reviews or investigations.

13. Based on current staff's direct knowledge and after researching the issue, we are not aware of any such non-disclosure agreements, settlements or other forms of resolution.

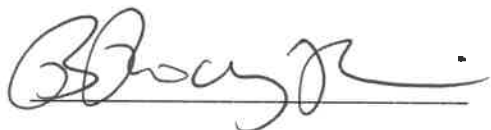
14. Documentation of the USA Triathlon 2017 itemized budget is attached in document pages USAT 254-USAT 265.

15. Documentation of the USA Triathlon USOC funding for 2017 is attached in document page USAT 266. The percentage of USA Triathlon's total funding that comes from the USOC is 6.33 percent.

a. No, based on current staff's direct knowledge and after researching the issue.

CERTIFICATION

I am the CEO of USA Triathlon, and as such, am authorized to make the following certification. To the best of my knowledge, (1) a diligent search has been completed of all documents in USA Triathlon's possession, custody, or control which reasonably could contain responsive documents; (2) documents responsive to the request have not been destroyed, modified, removed, transferred, or otherwise made inaccessible to the Committee since the date of receiving the Committee's request or in anticipation of receiving the Committee's request, and (3) all documents identified during the search that are responsive have been produced to the Committee, identified in a log provided to the Committee, as described in point 17 of the Instructions, or identified as provided in points 10, 11, or 12 of the Instructions.

A handwritten signature in black ink, appearing to read "B. B. B.", is written over a horizontal line.